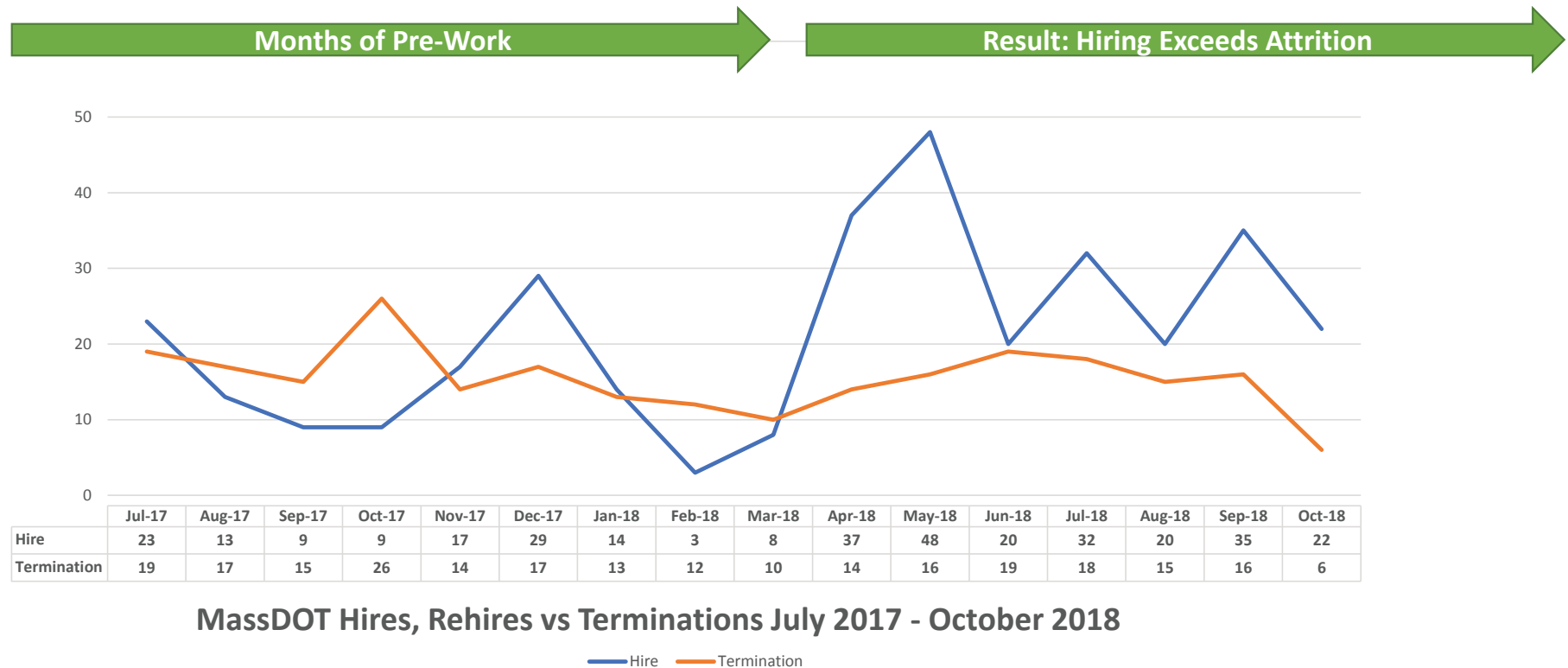


Human Resources Update

Building People Strategies For the Road Ahead

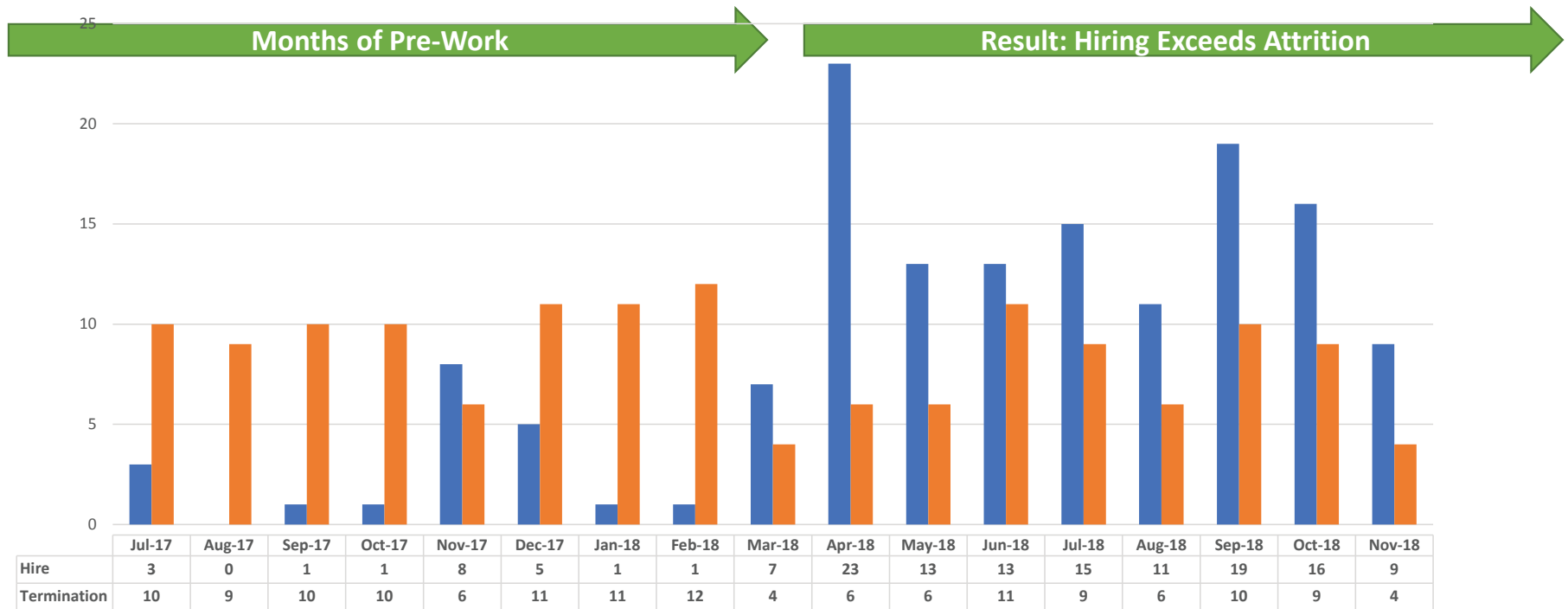
HR Update: Talent Acquisition

HR Business Partnership Yields Results: Hiring Rate Consistently Surpassing Attrition



HR Update: Talent Acquisition

HR Business Partnership Yields Results: Hiring Rate Consistently Surpassing Attrition



MassDOT Highway Hires, Rehires vs Terminations July 2017 - November 2018

■ Hire ■ Termination

HR Update: Talent Acquisition Network (TAN)

Talent Acquisition Network (TAN)

Our Mission

Create and maintain a network of recruiters to devise disruptive talent acquisition strategies that make our vision a reality.

A place where recruiters from different sectors of the Transportation Industry come together to network, to share best practices, to gain expertise, and to share the candidates.



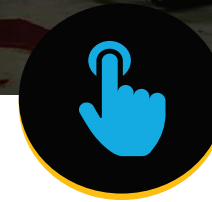
Network to
support you



Leverage
expertise



Create Disruptive
Strategies



More
opportunities



Efficiency

Student Interns Conversion to Full Time Employee



★
**32% of Civil Engineer I
Openings Were Filled
by Former Interns in
2018**
★

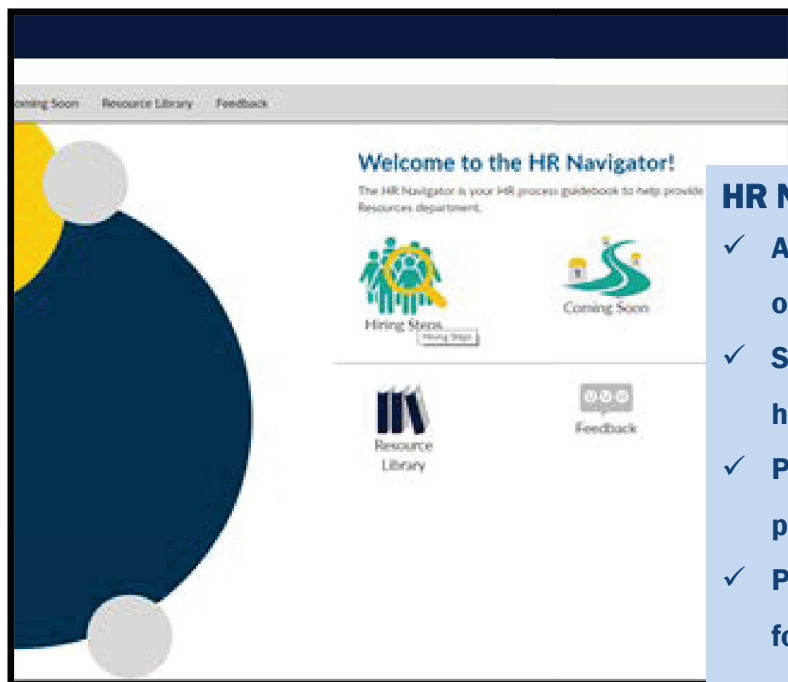


- Of 75 openings, 24 hires were former interns.
- Interns were hired in 5 of the 6 districts and at HQ
- Newly hired interns are working in Construction, Design, Maintenance Administration, Research & Materials, and Bridges & Structures.



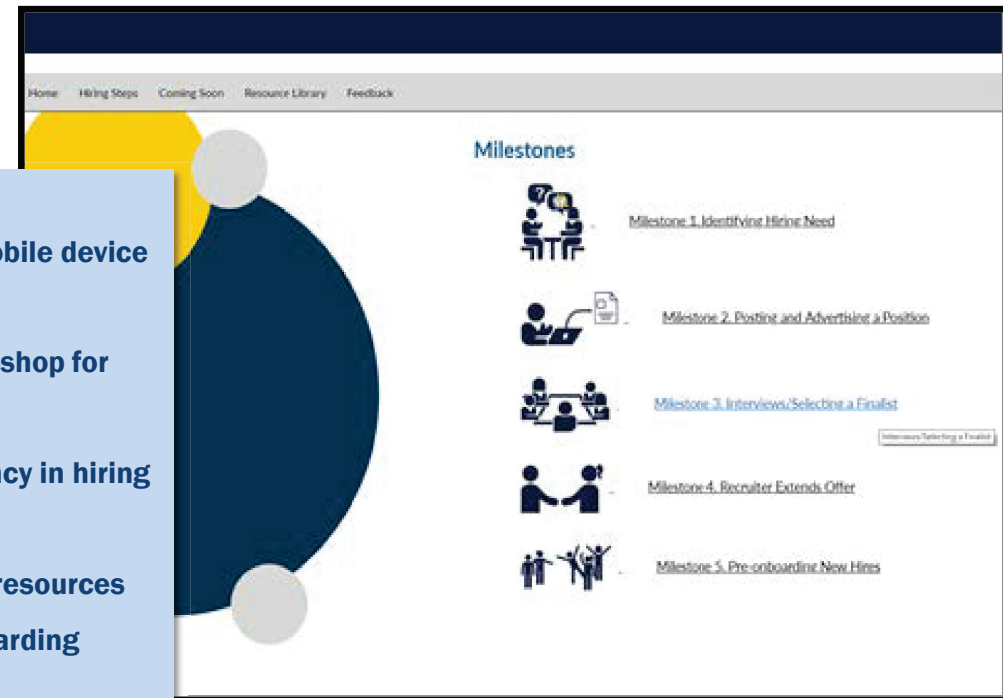
HR Update: Talent Acquisition

Partnership with OPMI yields HR Navigator: Hiring managers' toolkit and guide through hiring process



HR Navigator:

- ✓ Accessible from mobile device or desktop
- ✓ Serves as one-stop-shop for hiring
- ✓ Produces consistency in hiring process
- ✓ Provides essential resources for posting to onboarding



<https://navigator.massdot.state.ma.us/>

Questions

7

Appendix

HR Update: Learning and Development

MassDOT University is developing training programs that provide managers and supervisors with the tools needed to successfully perform and deliver on business priorities.



Ongoing / Recent Training

- ✓ Highway Construction Management Certificate w/Wentworth (Begins January 2019)
- ✓ Lean 6Sigma (Over 200 trained so far)
 - White belt (on going)
 - Green belt (coming early 2019) 40-hour program
- ✓ The Bus Maintenance and Operations training complete. 43 superintendents and supervisors from the MBTA attended management training at Roxbury Community College.



Video and eLearning Initiatives

- ✓ Conversion of classroom trainings to video based and eLearning delivery to support increased compliance and accessibility to training
- ✓ Roadmap for installation of the new Learning Management System (LMS)
 - MBTA and DOT staff as well as the vendor and installation consultants re working toward having the core system available for testing and use by the end of the calendar year.